

**Senior Compensation Analyst**  req ##22-397

**Job Description**

**In this role, you have the opportunity to:**

As the Principal Compensation Analyst this individual will collaborate with the Total Rewards team to support the administration of global compensation programs. This includes research, design, communication and administration of compensation programs such as annual merit and bonus plans, equity programs, job evaluation, and salary survey participation. While this role will be primarily focused on compensation, the ideal candidate will have excellent analytical skills and will have the opportunity to contribute to benefits and other Total Rewards related analysis.

**You are responsible for:**

* Partner with Recruitment, HRBPs and managers by conducting job evaluations, job leveling and provides salary recommendations for new and current positions utilizing external market data and ensuring internal equity
* Lead the global merit compensation administration, salary planning, incentive compensation plans and equity administration
* Develop the annual compensation strategy by evaluating external market research, identifying trends, modelling cost implications, and creating informational analytics and presentations to obtain senior leadership endorsement on proposed approach
* Provide Total Rewards analytics, reporting and cost impact to help make data-informed business decisions
* Manage compliance with FLSA and applicable regulatory requirements regarding employee pay
* Maintain job codes and associated data and system requirements globally
* Manage the compensation survey submission process
* Support global salary and job structure development and maintenance
* Provide support on acquisitions including job mapping, salary analysis and ensuring FLSA and other applicable regulatory compliance
* Promote operational excellence through the identification and development of tools, analysis and enhancement of offerings, documentation of processes, and identification of metrics and trends that strengthen the organization’s ability to attract and retain employees and deliver desired business results
* Assess the competitiveness of existing compensation programs by compiling and analyzing benchmark data from internal and external sources
* Identify and create relevant compensation planning tools, process improvements, change management, and communications action plans.
* Ensure the equitable and consistent application of all compensation policies and practices
* Partner with Finance to provide information related to forward pricing development, compensation cap analysis, equity program cost allocation, and support for all government audit

**You are a part of**

Mercury Systems Human Resources office, in the Total Rewards department. This position is located in Andover, Ma and is part of a hybrid schedule

**To succeed in this role, you should have the following skills and experience**

* Bachelor’s degree in Human Resources, business management, psychology, or any related field
* 3+ years of related experience in compensation

**Additional Required Knowledge, Skills, & Abilities:**

* Experience with ADP or large HR systems
* Experience with Radford or Radford Aon

**Work Experience:** 3+ Years

Click below to apply:

<https://recruiting.adp.com/srccar/public/RTI.home?c=1162151&d=ExternalCareerSite>